

94-2510 TX,DALLAS

WAGE DETERMINATION NO: 94-2510 REV (23) AREA: TX,DALLAS

HEALTH AND WELFARE LEVEL - TOTAL BENEFIT **OTHER WELFARE LEVEL WD:94-2509

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210William W.Gross Division of
Director Wage DeterminationsWage Determination No.: 1994-2510
Revision No.: 23
Date Of Revision: 05/23/2006

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin,
Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall, Smith,
Van Zandt, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.25
01012 - Accounting Clerk II	12.27
01013 - Accounting Clerk III	13.85
01014 - Accounting Clerk IV	16.41
01030 - Court Reporter	16.41
01050 - Dispatcher, Motor Vehicle	18.23
01060 - Document Preparation Clerk	11.98
01070 - Messenger (Courier)	9.80
01090 - Duplicating Machine Operator	11.98
01110 - Film/Tape Librarian	12.25
01115 - General Clerk I	9.84
01116 - General Clerk II	10.19
01117 - General Clerk III	11.98
01118 - General Clerk IV	13.85
01120 - Housing Referral Assistant	18.74
01131 - Key Entry Operator I	11.15
01132 - Key Entry Operator II	12.54
01191 - Order Clerk I	11.63
01192 - Order Clerk II	14.57
01261 - Personnel Assistant (Employment) I	11.63
01262 - Personnel Assistant (Employment) II	13.85
01263 - Personnel Assistant (Employment) III	16.41
01264 - Personnel Assistant (Employment) IV	19.53

01270 - Production Control Clerk	19.14
01290 - Rental Clerk	14.37
01300 - Scheduler, Maintenance	15.77
01311 - Secretary I	15.77
01312 - Secretary II	16.55
01313 - Secretary III	19.11
01314 - Secretary IV	21.89
01315 - Secretary V	24.54
01320 - Service Order Dispatcher	14.91
01341 - Stenographer I	13.05
01342 - Stenographer II	14.37
01400 - Supply Technician	21.31
01420 - Survey Worker (Interviewer)	16.20
01460 - Switchboard Operator-Receptionist	13.36
01510 - Test Examiner	16.51
01520 - Test Proctor	16.51
01531 - Travel Clerk I	11.61
01532 - Travel Clerk II	12.50
01533 - Travel Clerk III	13.40
01611 - Word Processor I	12.80
01612 - Word Processor II	14.37
01613 - Word Processor III	16.41
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.08
03041 - Computer Operator I	14.37
03042 - Computer Operator II	16.76
03043 - Computer Operator III	20.78
03044 - Computer Operator IV	23.31
03045 - Computer Operator V	26.33
03071 - Computer Programmer I (1)	19.65
03072 - Computer Programmer II (1)	24.75
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.01
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.00
05010 - Automotive Glass Installer	19.39
05040 - Automotive Worker	17.62
05070 - Electrician, Automotive	18.54
05100 - Mobile Equipment Servicer	15.59
05130 - Motor Equipment Metal Mechanic	18.65
05160 - Motor Equipment Metal Worker	17.62
05190 - Motor Vehicle Mechanic	19.34
05220 - Motor Vehicle Mechanic Helper	14.54
05250 - Motor Vehicle Upholstery Worker	16.68
05280 - Motor Vehicle Wrecker	17.62
05310 - Painter, Automotive	20.39
05340 - Radiator Repair Specialist	17.62
05370 - Tire Repairer	12.44
05400 - Transmission Repair Specialist	18.65

07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.26
07010 - Baker	11.26
07041 - Cook I	9.05
07042 - Cook II	10.24
07070 - Dishwasher	7.62
07130 - Meat Cutter	13.11
07250 - Waiter/Waitress	7.53
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.32
09040 - Furniture Handler	10.24
09070 - Furniture Refinisher	15.32
09100 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	16.35
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.46
11060 - Elevator Operator	8.31
11090 - Gardener	11.76
11121 - House Keeping Aid I	7.77
11122 - House Keeping Aid II	8.31
11150 - Janitor	9.19
11210 - Laborer, Grounds Maintenance	10.05
11240 - Maid or Houseman	7.77
11270 - Pest Controller	13.49
11300 - Refuse Collector	11.00
11330 - Tractor Operator	10.83
11360 - Window Cleaner	10.54
12000 - Health Occupations	
12020 - Dental Assistant	14.87
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.45
12071 - Licensed Practical Nurse I	16.27
12072 - Licensed Practical Nurse II	18.27
12073 - Licensed Practical Nurse III	18.87
12100 - Medical Assistant	12.22
12130 - Medical Laboratory Technician	14.50
12160 - Medical Record Clerk	12.23
12190 - Medical Record Technician	13.77
12221 - Nursing Assistant I	8.72
12222 - Nursing Assistant II	10.29
12223 - Nursing Assistant III	10.80
12224 - Nursing Assistant IV	12.15
12250 - Pharmacy Technician	12.82
12280 - Phlebotomist	13.27
12311 - Registered Nurse I	22.29
12312 - Registered Nurse II	27.28
12313 - Registered Nurse II, Specialist	27.28
12314 - Registered Nurse III	33.91
12315 - Registered Nurse III, Anesthetist	33.91
12316 - Registered Nurse IV	40.63
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.74
13011 - Exhibits Specialist I	17.54

13012 - Exhibits Specialist II	21.92
13013 - Exhibits Specialist III	26.79
13041 - Illustrator I	19.82
13042 - Illustrator II	23.56
13043 - Illustrator III	26.49
13047 - Librarian	28.79
13050 - Library Technician	13.38
13071 - Photographer I	14.38
13072 - Photographer II	16.93
13073 - Photographer III	21.16
13074 - Photographer IV	24.89
13075 - Photographer V	28.62
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.15
15030 - Counter Attendant	8.15
15040 - Dry Cleaner	10.37
15070 - Finisher, Flatwork, Machine	8.15
15090 - Presser, Hand	8.15
15100 - Presser, Machine, Drycleaning	8.15
15130 - Presser, Machine, Shirts	8.15
15160 - Presser, Machine, Wearing Apparel, Laundry	8.15
15190 - Sewing Machine Operator	10.93
15220 - Tailor	11.66
15250 - Washer, Machine	8.91
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.60
19040 - Tool and Die Maker	19.07
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.29
21020 - Material Coordinator	17.25
21030 - Material Expediter	17.25
21040 - Material Handling Laborer	11.64
21050 - Order Filler	10.76
21071 - Forklift Operator	15.02
21080 - Production Line Worker (Food Processing)	15.02
21100 - Shipping/Receiving Clerk	12.62
21130 - Shipping Packer	12.67
21140 - Store Worker I	9.42
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.68
21210 - Tools and Parts Attendant	14.96
21400 - Warehouse Specialist	14.96
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	24.62
23040 - Aircraft Mechanic Helper	16.70
23050 - Aircraft Quality Control Inspector	29.12
23060 - Aircraft Servicer	19.15
23070 - Aircraft Worker	20.24
23100 - Appliance Mechanic	15.32
23120 - Bicycle Repairer	12.44
23125 - Cable Splicer	17.82
23130 - Carpenter, Maintenance	15.68
23140 - Carpet Layer	16.43
23160 - Electrician, Maintenance	20.94

23181 - Electronics Technician, Maintenance I	18.45
23182 - Electronics Technician, Maintenance II	25.68
23183 - Electronics Technician, Maintenance III	29.34
23260 - Fabric Worker	16.68
23290 - Fire Alarm System Mechanic	16.14
23310 - Fire Extinguisher Repairer	12.90
23340 - Fuel Distribution System Mechanic	19.17
23370 - General Maintenance Worker	14.56
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.93
23430 - Heavy Equipment Mechanic	17.13
23440 - Heavy Equipment Operator	16.14
23460 - Instrument Mechanic	16.45
23470 - Laborer	10.80
23500 - Locksmith	16.15
23530 - Machinery Maintenance Mechanic	18.29
23550 - Machinist, Maintenance	15.93
23580 - Maintenance Trades Helper	12.02
23640 - Millwright	18.95
23700 - Office Appliance Repairer	15.59
23740 - Painter, Aircraft	19.96
23760 - Painter, Maintenance	15.32
23790 - Pipefitter, Maintenance	18.56
23800 - Plumber, Maintenance	17.75
23820 - Pneudraulic Systems Mechanic	16.45
23850 - Rigger	17.69
23870 - Scale Mechanic	14.81
23890 - Sheet-Metal Worker, Maintenance	16.62
23910 - Small Engine Mechanic	14.69
23930 - Telecommunication Mechanic I	21.42
23931 - Telecommunication Mechanic II	22.42
23950 - Telephone Lineman	21.34
23960 - Welder, Combination, Maintenance	16.14
23965 - Well Driller	16.15
23970 - Woodcraft Worker	16.14
23980 - Woodworker	12.88
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24600 - Chore Aid	6.87
24630 - Homemaker	17.11
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.10
25040 - Sewage Plant Operator	16.85
25070 - Stationary Engineer	22.10
25190 - Ventilation Equipment Tender	13.22
25210 - Water Treatment Plant Operator	15.32
27000 - Protective Service Occupations	
(not set) - Police Officer	23.74
27004 - Alarm Monitor	15.69
27006 - Corrections Officer	15.02
27010 - Court Security Officer	19.11
27040 - Detention Officer	17.43
27070 - Firefighter	19.46

27101 - Guard I	11.63
27102 - Guard II	16.68
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	14.47
28020 - Hatch Tender	14.47
28030 - Line Handler	14.47
28040 - Stevedore I	13.17
28050 - Stevedore II	14.65
29000 - Technical Occupations	
21150 - Graphic Artist	21.87
29010 - Air Traffic Control Specialist, Center (2)	32.43
29011 - Air Traffic Control Specialist, Station (2)	22.37
29012 - Air Traffic Control Specialist, Terminal (2)	24.63
29023 - Archeological Technician I	15.81
29024 - Archeological Technician II	17.69
29025 - Archeological Technician III	23.51
29030 - Cartographic Technician	23.51
29035 - Computer Based Training (CBT) Specialist/ Instructor	29.32
29040 - Civil Engineering Technician	21.37
29061 - Drafter I	13.47
29062 - Drafter II	14.32
29063 - Drafter III	17.54
29064 - Drafter IV	23.51
29081 - Engineering Technician I	13.66
29082 - Engineering Technician II	15.60
29083 - Engineering Technician III	17.44
29084 - Engineering Technician IV	21.59
29085 - Engineering Technician V	26.42
29086 - Engineering Technician VI	30.44
29090 - Environmental Technician	21.14
29100 - Flight Simulator/Instructor (Pilot)	28.62
29160 - Instructor	24.52
29210 - Laboratory Technician	21.25
29240 - Mathematical Technician	23.51
29361 - Paralegal/Legal Assistant I	15.78
29362 - Paralegal/Legal Assistant II	21.33
29363 - Paralegal/Legal Assistant III	26.20
29364 - Paralegal/Legal Assistant IV	31.46
29390 - Photooptics Technician	23.51
29480 - Technical Writer	27.58
29491 - Unexploded Ordnance (UXO) Technician I	20.62
29492 - Unexploded Ordnance (UXO) Technician II	24.94
29493 - Unexploded Ordnance (UXO) Technician III	29.90
29494 - Unexploded (UXO) Safety Escort	20.62
29495 - Unexploded (UXO) Sweep Personnel	20.62
29620 - Weather Observer, Senior (3)	20.11
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.10
29622 - Weather Observer, Upper Air	18.10
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	13.95
31260 - Parking and Lot Attendant	8.41
31290 - Shuttle Bus Driver	14.15
31300 - Taxi Driver	9.23

31361 - Truckdriver, Light Truck	14.28
31362 - Truckdriver, Medium Truck	17.88
31363 - Truckdriver, Heavy Truck	17.35
31364 - Truckdriver, Tractor-Trailer	17.35
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.02
99030 - Cashier	8.76
99041 - Carnival Equipment Operator	10.57
99042 - Carnival Equipment Repairer	10.87
99043 - Carnival Worker	8.16
99050 - Desk Clerk	9.75
99095 - Embalmer	18.54
99300 - Lifeguard	10.83
99310 - Mortician	22.06
99350 - Park Attendant (Aide)	13.61
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.32
99500 - Recreation Specialist	13.52
99510 - Recycling Worker	14.74
99610 - Sales Clerk	11.21
99620 - School Crossing Guard (Crosswalk Attendant)	8.91
99630 - Sport Official	10.83
99658 - Survey Party Chief (Chief of Party)	20.36
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.63
99660 - Surveying Aide	12.20
99690 - Swimming Pool Operator	16.52
99720 - Vending Machine Attendant	11.64
99730 - Vending Machine Repairer	14.07
99740 - Vending Machine Repairer Helper	11.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.01 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (numbered) :

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with ordnance in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differential are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. The publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employee performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.